



Managing Director, Europe

London, UK

To Apply

Please visit the [Application Portal here](#). Candidates are encouraged to apply as soon as possible. Due to volume, only those candidates considered for an interview will be contacted.

About Ownership Works

Launched in 2022, Ownership Works (O.W.) is a fast-growing nonprofit organization with a mission to foster economic wellbeing for workers and create thriving workplaces through the power of shared ownership. O.W. helps companies and investors implement shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. At scale, employee ownership can help millions of workers build savings and wealth, often for the first time, at businesses that are more dynamic, resilient, and successful.

O.W. has set an ambitious goal of creating at least \$20 billion of wealth for workers by 2030 and, over the long term, making broad-based employee ownership the new norm at work. To achieve these goals, O.W. has two areas of focus:

Movement Building. Through partnerships, network-building, education, data, and storytelling, O.W. is building a movement to increase the adoption of shared ownership by private and public companies. Over 100 private equity firms, financial institutions, foundations, labor advocates, and pension funds have joined the O.W. Consortium as partners and made unprecedented commitments to advance the shared ownership movement.

Client Advisory Services. In collaboration with its partners, O.W. helps public and private companies implement broad-based employee ownership programs that improve corporate cultures, increase employee engagement and satisfaction, and create an alignment of interests between employees and employers, all of which can support better outcomes for companies and workers. Since O.W.'s founding, 180 companies have implemented shared ownership programs, reaching over 250,000 workers.

Ownership Works is certified as a [Great Place To Work](#).

For more about O.W.'s programs and impact, visit <https://ownershipworks.org>.

About the Position

Following the successful launches of Ownership Works in 2022 and O.W. Japan in 2025, Ownership Works is seeking an entrepreneurial, mission-driven leader to launch and build O.W. Europe from the ground up. This role offers the opportunity to translate strategy into durable structural change, shaping how capital markets create shared prosperity.

As the founding leader of O.W. Europe, the Managing Director will establish and scale a new regional platform at the intersection of private capital and economic mobility. As the first hire in the region, they will define strategy, shape the growth roadmap, build anchor partnerships, secure philanthropic support, and develop the team and operating model required for long-term impact. Working in close collaboration with O.W.'s U.S. leadership and Board, the Managing Director will exercise significant initiative while helping ensure alignment with O.W.'s broader global strategy.

In the U.S., O.W. works with a consortium of more than 100 organizations and leaders, including 45 private equity investors and 13 limited partners, and has supported 180 companies in implementing shared ownership programs. We believe Europe presents a similarly significant opportunity to shape industry norms and unlock billions in worker wealth creation over time. The Managing Director will define what success looks like in Europe and mobilize the partnerships and resources required to achieve it.

The ideal candidate is deeply committed to O.W.'s mission and energized by building in ambiguity. They are excited by white space, motivated by institution-building, and comfortable engaging sophisticated investors, companies, and cross-sector leaders.

What Success Looks Like (First 3–5 Years)

- Establish O.W. Europe as the credible, go-to platform for shared ownership among leading European private equity firms.
- Secure a core group of Founding Partners representing meaningful AUM and market influence.
- Launch shared ownership programs in European portfolio companies.
- Build a sustainable funding model and a high-performing regional team.
- Position O.W. Europe as a respected voice in European discussions on capital markets and inclusive growth.

The Managing Director will partner closely with the Ownership Works team and our partners to realize this vision and will receive meaningful support from both.

Key Responsibilities

Organizational Strategy & Development

As the founding leader of O.W. Europe, the Managing Director will:

- Build O.W. Europe from the ground up, developing the strategy, operating model, and growth roadmap in close partnership with O.W.'s Management Team and Board.
- Define clear priorities and phased for growth, recognizing that the ultimate scale and shape of O.W. Europe will be influenced by market response and partnership traction.
- Identify and cultivate early champions among investors, companies, and ecosystem partners to establish credibility and momentum.
- Collaborate closely with O.W.'s New York-based leadership and functional teams (Client Advisory, Networks & Partnerships, Advancement) to adapt and translate O.W.'s model for a European context.
- Work collaboratively and transparently with O.W.'s Board and senior stakeholders, seeking input while demonstrating strong independent judgment.
- Develop and execute a sustainable funding strategy in partnership with O.W.'s New York-based Advancement team, including cultivating relationships with European philanthropists and foundations.
- Hire and lead a high-performing London-based team over time, modeling a mission-first, low-ego, collaborative culture from day one.

Partnerships

The Managing Director must be a strong relationship builder who is equally comfortable engaging private equity partners, institutional LPs, philanthropies, corporate executives, and civil society leaders. Success in this role will require intellectual credibility with sophisticated investors, humility and authenticity in cross-sector settings, and a strong instinct for building long-term partnerships over transactional wins.

A defining responsibility of the Managing Director will be to shape the European private equity market's approach to employee ownership — building a coalition of leading firms willing to set a new standard and demonstrate proof points at scale:

- **Private Equity Partnerships**
 - Lead the development of partnerships with European private equity firms, securing commitments to implement shared ownership programs within a select number of portfolio companies.
 - Serve as the senior point of contact for European private equity partners and deal teams.
 - Collaborate with O.W.'s Managing Director, Client Advisory Services, to leverage O.W.'s New York-based team to support European GPs and their portfolio companies with shared ownership program implementation.

- **Other Supporting Partnerships**
 - Collaborate with O.W.'s Senior Director, Networks & Partnerships, to build, activate, and convene partnerships across diverse stakeholder groups, including pension funds, financial services firms, professional services firms, and economic development organizations.
 - Adapt O.W.'s executive networks, councils, and events for a European context.
 - Build and manage a European LP Leadership Council.

Minimum Qualifications

- Bachelor's degree (required), MBA or relevant advanced degree (preferred).
- Fluent in English (required), French or German (preferred).
- 15+ years of professional experience with at least 5 years of experience in finance or consulting.
- Proven business development and partnerships track record, including experience negotiating long-term strategic partnerships.
- Demonstrated experience navigating and leading diverse senior stakeholders.

Preferred Skills & Qualifications

- Deep belief in Ownership Works' mission and a commitment to putting mission first in decision-making.
- Experience working with private equity firms or limited partners to advance strategic objectives.
- Track record of advising and supporting business executive teams on key transformations.
- Strong executive presence and credibility with sophisticated investors and senior corporate leaders.
- Excellent communicator who can clearly articulate O.W.'s value proposition and adapt messaging to diverse audiences.
- Entrepreneurial builder with experience launching new initiatives, platforms, or business lines — comfortable creating structure where none exists.
- Strategic and creative thinker who can translate bold vision into actionable plans and measurable milestones.
- Low ego, high ownership leader who leads by example and builds trust across sectors and geographies.
- Track record of building outstanding teams over time: hiring the right talent, developing and coaching the team, evaluating roles and responsibilities, and evolving ways of working.
- Exceptional collaborator who thrives in partnership with colleagues across functions, time zones, and institutional boundaries.
- Global professional experience — experience working across European markets strongly preferred.

- Passion for social and economic mobility; interest in becoming a leading voice on employee ownership in Europe.
- Comfortable alternating between high-level strategic engagement with CEOs and investors and hands-on institution building.

Ownership Works is dedicated to building a diverse and inclusive workplace. If you're excited about this position but your experience doesn't precisely align with every qualification, we still encourage you to apply.

Compensation & Benefits

Compensation for this role will be commensurate with experience and will reflect the scope and seniority of the position. The package includes a competitive base salary, performance-based incentives, and a comprehensive benefits offering aligned with the professional services sector.

Location

This is a full-time, permanent position based in London, UK, with a flexible remote working arrangement. Candidates must have the right to work in the United Kingdom. The role will involve periodic travel within Europe and to Ownership Works' headquarters in New York City.

Equal Opportunity Employer

Ownership Works is an equal opportunity employer committed to building a diverse and inclusive workplace. We welcome applications from all qualified candidates regardless of any protected characteristic.

Accessibility

If you require any reasonable adjustments during the recruitment process, please let us know.

Data Protection

Your personal data will be processed in accordance with our [Privacy Policy](#).